

FIRST ASSISTANT GOLF COURSE SUPERINTENDENT
Coffeetree Country Club | Elkhorn, Nebraska (Omaha)

Reports to: Director of Agronomy

Position Type: Full-time

Annual Base Salary: \$75,000-\$85,000, commensurate with experience

Preferred Start Date: August 10th, 2026, or as mutually agreed

The Opportunity

Coffeetree Country Club is a new private club committed to exceptional golf course conditions and a professional, team-first culture. We are seeking a First Assistant Golf Course Superintendent to join our founding Agronomy team and help bring the golf course to life.

This is a distinctive opportunity for an experienced turf professional to participate in the remaining course construction, grow-in, establishment, opening, and transition to long-term maintenance operations. The successful candidate will work closely with the Director of Agronomy to establish the operating systems, standards, and team culture that will define Coffeetree from opening day forward.

The First Assistant Golf Course Superintendent serves as the second-in-command of the Agronomy Department. This is a hands-on leadership position responsible for daily course conditioning, team supervision and development, irrigation and water management, plant-health programs, regulatory compliance, and safe, efficient departmental operations.

Key Responsibilities

- Partner with the Director of Agronomy in planning and executing the remaining course construction, grow-in, turf establishment, opening readiness, and transition to ongoing maintenance operations.
- Serve as a visible, hands-on leader in the daily conditioning and presentation of greens, tees, fairways, roughs, bunkers, practice facilities, landscapes, and related golf course areas.
- Lead daily team deployment by establishing work assignments, communicating expectations, monitoring quality and productivity, and adjusting priorities as conditions require.
- Recruit, onboard, train, coach, and develop full-time and seasonal Agronomy team members in coordination with the Director of Agronomy.
- Monitor turf health, moisture, playability, and presentation, and recommend or implement appropriate cultural practices, fertility programs, and integrated pest-management strategies.
- Assist with the planning, supervision, and performance of fertilizer and pesticide applications in accordance with product labels and all applicable federal, state, and local requirements.
- Manage irrigation scheduling, moisture management, hand watering, troubleshooting, repairs, and the operation of irrigation, pumping, drainage, and water-management systems.

- Train equipment operators in the safe and proper operation, inspection, cleaning, and care of golf course equipment; coordinate equipment deployment and communicate repair needs.
- Maintain accurate records related to pesticide and fertilizer applications, labor, water usage, inventories, equipment use, and other departmental activities.
- Promote an organized, safe, respectful, and accountable work environment while ensuring that employees follow club policies and established safety procedures.
- Coordinate with Golf Operations and other club departments regarding course setup, member play, special events, projects, and operating priorities.
- Assume responsibility for daily Agronomy operations in the Director of Agronomy's absence.

Qualifications

- Associate or bachelor's degree in Turfgrass Management, Agronomy, Horticulture, Plant Science, or a related discipline preferred; an equivalent combination of education and relevant experience will be considered.
- Five or more years of progressive golf course maintenance experience, including demonstrated supervisory or team-leadership responsibility.
- Experience with golf course construction, renovation, grow-in, or turf establishment strongly preferred.
- Demonstrated ability to lead, schedule, train, and develop a diverse team of full-time and seasonal employees.
- Strong working knowledge of turfgrass management, cultural practices, plant health, course conditioning, and safe pesticide and fertilizer application.
- Experience with irrigation scheduling, moisture management, system troubleshooting, pumping systems, and repairs.
- Working knowledge of the game of golf, including course setup, etiquette, playability, pace-of-play considerations, and private-club expectations.
- Working proficiency with email, spreadsheets, digital recordkeeping, labor scheduling, irrigation controls, and application-record systems.
- Ability to obtain the applicable Nebraska pesticide applicator license within six months of hire.
- Ability to work outdoors in varying weather conditions and to perform the physical duties associated with golf course maintenance.
- Availability to work early mornings, weekends, holidays, and extended hours during grow-in, peak season, special events, and periods of challenging weather.

Leadership Attributes

The successful candidate will be:

- A positive, team-first leader who teaches and leads by example
- Organized, dependable, and attentive to detail
- Comfortable making timely decisions in a fast-moving outdoor environment
- An effective communicator with employees, managers, contractors, and other club departments
- Motivated by high standards and continuous improvement
- Interested in continued professional growth within the golf course management profession

Compensation & Benefits

Coffeetree Country Club offers:

- Annual base salary of **\$75,000-\$85,000**, based on experience and qualifications
- Health and Dental Package
- Paid vacation and sick leave
- Uniform allowance
- Golf Privileges

Benefits are subject to applicable plan terms and eligibility requirements.

Application Process

Please send a resume and brief letter of interest to:

Craig Mantz
Director of Agronomy
Craig@theCoffeetreeClub.com

Please use “**First Assistant Golf Course Superintendent**” as the email subject line. Applications will be reviewed as received, and the position will remain open until filled.

Coffeetree Country Club is an equal opportunity employer.